

TAB

81ST CONGRESS } HOUSE OF REPRESENTATIVES } REPORT  
1st Session } } No. 1447

## REVISION OF CLASSIFICATION ACT OF 1923, AS AMENDED

OCTOBER 15, 1949.—Ordered to be printed

Mr. MURRAY of Tennessee, from the committee of conference,  
submitted the following

### CONFERENCE REPORT

[To accompany H. R. 5931]

The committee of conference on the disagreeing votes of the two Houses on the amendment of the Senate to the bill (H. R. 5931) to establish a standard schedule of rates of basic compensation for certain employees of the Federal Government; to provide an equitable system for fixing and adjusting the rates of basic compensation of individual employees; to repeal the Classification Act of 1923, as amended; and for other purposes, having met, after full and free conference, have agreed to recommend and do recommend to their respective Houses as follows:

That the House recede from its disagreement to the amendment of the Senate and agree to the same with an amendment as follows:

In lieu of the matter proposed to be inserted by the Senate amendment insert the following: *That this Act may be cited as the "Classification Act of 1949".*

#### TITLE I—DECLARATION OF POLICY

SEC. 101. *It is the purpose of this Act to provide a plan for classification of positions and for rates of basic compensation whereby—*

(1) *in determining the rate of basic compensation which an officer or employee shall receive, (A) the principle of equal pay for substantially equal work shall be followed, and (B) variations in rates of basic compensation paid to different officers and employees shall be in proportion to substantial differences in the difficulty, responsibility, and qualification requirements of the work performed and to the contributions of officers and employees to efficiency and economy in the service; and*

(2) *individual positions shall, in accordance with their duties, responsibilities, and qualification requirements, be so grouped and*

identified by classes and grades, as defined in section 301, and the various classes shall be so described in published standards, as provided for in title IV, that the resulting position-classification system can be used in all phases of personnel administration.

## TITLE II—COVERAGE AND EXEMPTIONS

SEC. 201. (a) For the purposes of this Act, the term "department" includes (1) the executive departments, (2) the independent establishments and agencies in the executive branch, including corporations wholly owned by the United States, (3) the Administrative Office of the United States Courts, (4) the Library of Congress, (5) the Botanic Garden, (6) the Government Printing Office, (7) the General Accounting Office, (8) the Office of the Architect of the Capitol, and (9) the municipal government of the District of Columbia.

(b) Subject to the exemptions specified in section 202, and except as provided in sections 204 and 205, this Act shall apply to all civilian positions, officers, and employees in or under the departments.

SEC. 202. This Act (except title XII) shall not apply to—

(1) the field service of the Post Office Department, for which the salary rates are fixed by Public Law 134, Seventy-ninth Congress, approved July 6, 1945, as amended and supplemented;

(2) the Foreign Service of the United States under the Department of State, for which the salary rates are fixed by the Foreign Service Act of 1946, as supplemented by Public Law 160, Eighty-first Congress, approved July 6, 1949; and positions in or under the Department of State which are (A) connected with the representation of the United States to international organizations; or (B) specifically exempted by law from the Classification Act of 1923, as amended, or any other classification or compensation law;

(3) physicians, dentists, nurses, and other employees in the Department of Medicine and Surgery in the Veterans' Administration, whose compensation is fixed under Public Law 293, Seventy-ninth Congress, approved January 3, 1946;

(4) teachers, school officers, and employees of the Board of Education of the District of Columbia, whose compensation is fixed under the District of Columbia Teachers' Salary Act of 1947, as supplemented by Public Law 151, Eighty-first Congress, approved June 30, 1949; and the chief judge and the associate judges of the Municipal Court of Appeals for the District of Columbia, and of the Municipal Court for the District of Columbia;

(5) officers and members of the Metropolitan Police, the Fire Department of the District of Columbia, the United States Park Police, and the White House Police;

(6) lighthouse keepers and civilian employees on lightships and vessels of the Coast Guard, whose compensation is fixed under authority of section 432 (f) and (g) of title 14 of the United States Code;

(7) employees in recognized trades or crafts, or other skilled mechanical crafts, or in unskilled, semiskilled, or skilled manual-labor occupations (except such employees in positions to which the Classification Act of 1923, as amended, now applies, the duties of which involve the maintenance and operation of public buildings and associated equipment or the performance of work in scientific

or engineering laboratories as aides to scientists or engineers), and employees in the Bureau of Engraving and Printing the duties of whom are to perform or to direct manual or machine operations requiring special skill or experience, or to perform or direct the counting, examining, sorting, or other verification of the product of manual or machine operations, whose compensation shall be fixed and adjusted from time to time as nearly as is consistent with the public interest in accordance with prevailing rates;

(8) officers and members of crews of vessels, whose compensation shall be fixed and adjusted from time to time as nearly as is consistent with the public interest in accordance with prevailing rates and practices in the maritime industry;

(9) employees of the Government Printing Office whose compensation is fixed under Public Law Numbered 276, Sixty-eighth Congress, approved June 7, 1924;

(10) civilian professors, lecturers, and instructors at the Naval War College and the Naval Academy whose compensation is fixed under Public Law 604, Seventy-ninth Congress, approved August 2, 1946, senior professors, professors, associate and assistant professors, and instructors at the Naval Postgraduate School whose compensation is fixed under Public Law 303, Eightieth Congress, approved July 31, 1947; and the Academic Dean of the Postgraduate School of the Naval Academy whose compensation is fixed under Public Law 402, Seventy-ninth Congress, approved June 10, 1946;

(11) aliens or persons not citizens of the United States who occupy positions outside the several States and the District of Columbia;

(12) the Tennessee Valley Authority;

(13) the Inland Waterways Corporation;

(14) the Alaska Railroad;

(15) the Virgin Islands Corporation;

✓ (16) the Central Intelligence Agency; X

(17) the Atomic Energy Commission;

(18) Production Credit Corporations;

(19) Federal Intermediate Credit Banks;

(20) the Panama Railroad Company;

(21) teachers, school officers, and members of the Police and Fire Departments of the Panama Canal whose rates of compensation are fixed by the Governor of the Panama Canal with reference to the rates of compensation for similar positions in the municipal government of the District of Columbia;

(22) employees who serve without compensation or at nominal rates of compensation;

(23) employees none or only part of whose compensation is paid from appropriated funds of the United States: Provided, That with respect to the Veterans' Canteen Service in the Veterans' Administration, the provisions of this paragraph shall be applicable only to those positions which are exempt from the Classification Act of 1923, as amended, pursuant to Public Law 636, Seventy-ninth Congress, approved August 7, 1946, as amended;

(24) employees whose compensation is fixed under a cooperative agreement between the United States and (A) a State, Territory, or possession of the United States, or political subdivision thereof, or (B) a person or organization outside the service of the Federal Government;

(25) student nurses, medical or dental interns, residents-in-training, student dietitians, student physical therapists, student occupational therapists, and other student employees, assigned or attached to a hospital, clinic, or laboratory primarily for training purposes, whose compensation is fixed under Public Law 330, Eightieth Congress, approved August 4, 1947; or section 14 (b) of Public Law 293, Seventy-ninth Congress, approved January 3, 1946, as amended by Public Law 722, Eightieth Congress, approved June 19, 1948;

(26) inmates, patients, or beneficiaries receiving care or treatment or living in Government agencies or institutions;

(27) experts or consultants, when employed temporarily or intermittently in accordance with section 15 of Public Law 600, Seventy-ninth Congress, approved August 2, 1946;

(28) emergency or seasonal employees whose employment is of uncertain or purely temporary duration, or who are employed for brief periods at intervals;

(29) persons employed on a fee, contract, or piece work basis;

(30) persons who may lawfully perform their duties concurrently with their private profession, business, or other employment, and whose duties require only a portion of their time, where it is impracticable to ascertain or anticipate the proportion of time devoted to the service of the Federal Government;

(31) positions for which rates of basic compensation are individually fixed, or expressly authorized to be fixed, by any other law, at or in excess of the maximum scheduled rate of the highest grade established by this Act.

SEC. 203. The Civil Service Commission, hereinafter referred to as the "Commission", is authorized and directed to determine finally the applicability of sections 201 and 202 to specific positions, officers, and employees.

SEC. 204. (a) The classes of employees whose compensation is authorized by section 3 of the Legislative Pay Act of 1929, as amended (46 Stat. 38; 55 Stat. 615), to be fixed by the Architect of the Capitol without regard to the Classification Act of 1923, as amended, are authorized to be compensated without regard to this Act.

(b) This Act shall not apply to any officer or employee of the Office of the Architect of the Capitol whose compensation is fixed by any other law.

(c) Sections 202 and 203 shall not apply to the Office of the Architect of the Capitol.

SEC. 205. Title X of this Act shall not apply to (1) the Administrative Office of the United States Courts, (2) the Library of Congress, (3) the Botanic Garden, (4) the Government Printing Office, (5) the Office of the Architect of the Capitol, and (6) the municipal government of the District of Columbia.

### TITLE III—BASIS FOR CLASSIFYING POSITIONS

SEC. 301. For the purposes of this Act, the term—

(1) "position" means the work, consisting of the duties and responsibilities, assignable to an officer or employee;

(2) "class" or "class of positions" includes all positions which are sufficiently similar, as to (A) kind or subject-matter of work, (B) level of difficulty and responsibility, and (C) the qualification

requirements of the work, to warrant similar treatment in personnel and pay administration; and

(3) "grade" includes all classes of positions which (although different with respect to kind or subject-matter of work) are sufficiently equivalent as to (A) level of difficulty and responsibility, and (B) level of qualification requirements of the work, to warrant the inclusion of such classes of positions within one range of rates of basic compensation, as specified in title VI.

SEC. 302. (a) Each position shall be placed in its appropriate class. The basis for determining the class in which each position shall be placed shall be the duties and responsibilities of such position and the qualifications required by such duties and responsibilities.

(b) Each class shall be placed in its appropriate grade. The basis for determining the grade in which each class shall be placed shall be the level of difficulty, responsibility, and qualification requirements of the work of such class.

SEC. 303. No appropriated funds shall be used to pay the compensation of any officer or employee who places a supervisory position in a class and grade solely on the basis of the size of the group, section, bureau, or other organization unit or the number of subordinates supervised. Such factors may be given effect only to the extent warranted by the work load of the organization unit and then only in combination with other factors, such as the kind, difficulty, and complexity of work supervised, the degree and scope of responsibility delegated to the supervisor, and the kind, degree, and character of the supervision actually exercised.

#### TITLE IV—PREPARATION AND PUBLICATION OF STANDARDS

SEC. 401. (a) The Commission, after consultation with the departments, shall prepare standards for placing positions in their proper classes and grades. The Commission is authorized to make such inquiries or investigations of the duties, responsibilities, and qualification requirements of positions as it deems necessary for this purpose. In such standards the Commission shall (1) define the various classes of positions that exist in the service in terms of duties, responsibilities, and qualification requirements; (2) establish the official class titles; and (3) set forth the grades in which such classes have been placed by the Commission. At the request of the Commission, the departments shall furnish information for and cooperate in the preparation of such standards. Such standards shall be published in such form as the Commission may determine.

(b) The Commission shall keep such standards up to date. From time to time, after consultation with the departments to the extent deemed necessary by the Commission, it may revise, supplement, or abolish existing standards, or prepare new standards, so that, as nearly as may be practicable, positions existing at any given time within the service will be covered by current published standards.

(c) The official class titles so established shall be used for personnel, budget, and fiscal purposes, but this requirement shall not prevent the use of organizational or other titles for internal administration, public convenience, law enforcement, or similar purposes.

## TITLE V—AUTHORITY AND PROCEDURE

SEC. 501. (a) Notwithstanding section 502, the Commission shall have authority, which may be exercised at any time in its discretion, to—

- (1) ascertain currently the facts as to the duties, responsibilities, and qualification requirements of any position;
- (2) place in an appropriate class and grade any newly created position or any position coming initially under this Act;
- (3) decide whether any position is in its appropriate class and grade; and
- (4) change any position from one class or grade to another class or grade whenever the facts warrant.

The Commission shall certify to the department concerned action taken by the Commission under paragraph (2) or (4). The department shall take action in accordance with such certificate, and such certificate shall be binding on all administrative, certifying, pay roll, disbursing, and accounting officers of the Government.

(b) Any employee or employees (including any officer or officers) affected or any department may request at any time that the Commission exercise the authority granted to it under subsection (a) and the Commission shall act upon such request.

SEC. 502. (a) Except as otherwise provided in this title, each department shall place each position under its jurisdiction and to which this Act applies in its appropriate class and grade in conformance with standards published by the Commission or, if no published standards directly apply, consistently with published standards. A department may, whenever the facts warrant, change any position which it has placed in a class or grade under this subsection from such class or grade to another class or grade. Such actions of the departments shall be the basis for the payment of compensation and for personnel transactions until changed by certificate of the Commission.

(b) The Commission shall, from time to time, review such number of positions in each department as will enable the Commission to determine whether such department is placing positions in classes and grades in conformance with or consistently with published standards.

SEC. 503. Whenever the Commission finds under section 502 (b) that a position to which this Act applies is not placed in its proper class and grade in conformance with published standards or that positions for which no standards have been published are not placed in classes and grades consistently with published standards, it shall, after consultation with appropriate officers or employees of the department concerned, place each such position in its appropriate class and grade and shall certify such action to the department. The department shall take action in accordance with such certificate, and such certificate shall be binding on all administrative, certifying, pay roll, disbursing, and accounting officers of the Government.

SEC. 504. (a) Whenever the Commission finds that any department is not placing positions in classes and grades in conformance with or consistently with published standards, it may revoke or suspend in whole or in part the authority granted to the department under section 502 and require that prior approval of the Commission be secured before an action placing a position in a class and grade becomes effective for pay roll and other personnel purposes. Such revocations or suspensions may be limited, in the discretion of the Commission, to (1) the depart-

mental or field service, or any part thereof; (2) any geographic area; (3) any organization unit or group of organization units; (4) certain types of classification actions; (5) classes in particular occupational groups or grades; or (6) classes for which standards have not been published.

(b) After all or part of the authority of the department has been revoked or suspended, the Commission may at any time restore such authority to the extent that it is satisfied that subsequent actions placing positions in classes and grades will be taken in conformance with or consistently with published standards.

SEC. 505. (a) No position shall be placed in Grade 16 or 17 of the General Schedule except by action of, or after prior approval by, the Commission. At any one time there shall not be more than three hundred positions in Grade 16 of the General Schedule and not more than seventy-five positions in Grade 17 of the General Schedule.

(b) No position shall be placed in or removed from Grade 18 of the General Schedule except by the President upon recommendation of the Commission. There shall not be more than twenty-five positions in such grade at any one time.

SEC. 506. The Commission may (1) prescribe the form in which each department shall record the duties and responsibilities of positions to which this Act applies and the places where such records shall be maintained, (2) examine these or any other pertinent records of the department, and (3) interview any officers or employees of the department who have knowledge of the duties and responsibilities of such positions and information as to the reasons for placing a position in any class or grade.

## TITLE VI—BASIC COMPENSATION SCHEDULES

SEC. 601. There are hereby established the following basic compensation schedules for positions to which this Act applies:

(1) A "General Schedule", the symbol for which shall be "GS", in lieu of the professional and scientific service, the clerical, administrative, and fiscal service, and the subprofessional service specified in section 13 of the Classification Act of 1923, as amended; and

(2) A "Crafts, Protective, and Custodial Schedule", the symbol for which shall be "CPC", in lieu of the crafts, protective, and custodial service specified in such section.

SEC. 602. (a) The General Schedule shall be divided into eighteen grades of difficulty and responsibility of work, as follows:

### GENERAL SCHEDULE

Grade GS-1 includes all classes of positions the duties of which are to perform, under immediate supervision, with little or no latitude for the exercise of independent judgment, (1) the simplest routine work in office, business, or fiscal operations, or (2) elementary work of a subordinate technical character in a professional, scientific, or technical field.

Grade GS-2 includes all classes of positions the duties of which are (1) to perform, under immediate supervision, with limited latitude for the exercise of independent judgment, routine work in office, business, or fiscal operations, or comparable subordinate technical work of limited scope in a professional, scientific, or technical field, requiring some training or experience; or (2) to perform other work of equal importance, difficulty, and responsibility, and requiring comparable qualifications.



Grade GS-3 includes all classes of positions the duties of which are (1) to perform, under immediate or general supervision, somewhat difficult and responsible work in office, business, or fiscal operations, or comparable subordinate technical work of limited scope in a professional, scientific, or technical field, requiring in either case (A) some training or experience, (B) working knowledge of a special subject matter, or (C) to some extent the exercise of independent judgment in accordance with well-established policies, procedures, and techniques; or (2) to perform other work of equal importance, difficulty, and responsibility, and requiring comparable qualifications.

Grade GS-4 includes all classes of positions the duties of which are (1) to perform, under immediate or general supervision, moderately difficult and responsible work in office, business, or fiscal operations, or comparable subordinate technical work in a professional, scientific, or technical field, requiring in either case (A) a moderate amount of training and minor supervisory or other experience, (B) good working knowledge of a special subject matter or a limited field of office, laboratory, engineering, scientific, or other procedure and practice, and (C) the exercise of independent judgment in accordance with well-established policies, procedures, and techniques; or (2) to perform other work of equal importance, difficulty, and responsibility, and requiring comparable qualifications.

Grade GS-5 includes all classes of positions the duties of which are (1) to perform, under general supervision, difficult and responsible work in office, business, or fiscal administration, or comparable subordinate technical work in a professional, scientific, or technical field, requiring in either case (A) considerable training and supervisory or other experience, (B) broad working knowledge of a special subject matter or of office, laboratory, engineering, scientific, or other procedure and practice, and (C) the exercise of independent judgment in a limited field; (2) to perform, under immediate supervision, and with little opportunity for the exercise of independent judgment, simple and elementary work requiring professional, scientific, or technical training equivalent to that represented by graduation from a college or university of recognized standing but requiring little or no experience; or (3) to perform other work of equal importance, difficulty, and responsibility, and requiring comparable qualifications.

Grade GS-6 includes all classes of positions the duties of which are (1) to perform, under general supervision, difficult and responsible work in office, business, or fiscal administration, or comparable subordinate technical work in a professional, scientific, or technical field, requiring in either case (A) considerable training and supervisory or other experience, (B) broad working knowledge of a special and complex subject matter, procedure, or practice, or of the principles of the profession, art, or science involved, and (C) to a considerable extent the exercise of independent judgment; or (2) to perform other work of equal importance, difficulty, and responsibility, and requiring comparable qualifications.

Grade GS-7 includes all classes of positions the duties of which are (1) to perform, under general supervision, work of considerable difficulty and responsibility along special technical or supervisory lines in office, business, or fiscal administration, or comparable subordinate technical work in a professional, scientific, or technical field, requiring in either case (A) considerable specialized or supervisory training and experience, (B) comprehensive working knowledge of a special and complex subject matter, procedure, or practice, or of the principles of the profession, art, or science,

involved, and (C) to a considerable extent the exercise of independent judgment; (2) under immediate or general supervision, to perform somewhat difficult work requiring (A) professional, scientific, or technical training equivalent to that represented by graduation from a college or university of recognized standing, (B) previous experience, and (C) to a limited extent, the exercise of independent technical judgment; or (3) to perform other work of equal importance, difficulty, and responsibility, and requiring comparable qualifications.

Grade GS-8 includes all classes of positions the duties of which are (1) to perform, under general supervision, very difficult and responsible work along special technical or supervisory lines in office, business, or fiscal administration, requiring (A) considerable specialized or supervisory training and experience, (B) comprehensive and thorough working knowledge of a specialized and complex subject matter, procedure, or practice, or of the principles of the profession, art, or science involved, and (C) to a considerable extent the exercise of independent judgment; or (2) to perform other work of equal importance, difficulty, and responsibility, and requiring comparable qualifications.

Grade GS-9 includes all classes of positions the duties of which are (1) to perform, under general supervision, very difficult and responsible work along special technical, supervisory, or administrative lines in office, business, or fiscal administration, requiring (A) somewhat extended specialized training and considerable specialized, supervisory, or administrative experience which has demonstrated capacity for sound independent work, (B) thorough and fundamental knowledge of a special and complex subject matter, or of the profession, art, or science involved, and (C) considerable latitude for the exercise of independent judgment; (2) with considerable latitude for the exercise of independent judgment, to perform moderately difficult and responsible work, requiring (A) professional, scientific, or technical training equivalent to that represented by graduation from a college or university of recognized standing, and (B) considerable additional professional, scientific, or technical training or experience which has demonstrated capacity for sound independent work; or (3) to perform other work of equal importance, difficulty, and responsibility, and requiring comparable qualifications.

Grade GS-10 includes all classes of positions the duties of which are (1) to perform, under general supervision, highly difficult and responsible work along special technical, supervisory, or administrative lines in office, business, or fiscal administration, requiring (A) somewhat extended specialized, supervisory, or administrative training and experience which has demonstrated capacity for sound independent work, (B) thorough and fundamental knowledge of a specialized and complex subject matter, or of the profession, art, or science involved, and (C) considerable latitude for the exercise of independent judgment; or (2) to perform other work of equal importance, difficulty, and responsibility, and requiring comparable qualifications.

Grade GS-11 includes all classes of positions the duties of which are (1) to perform, under general administrative supervision and with wide latitude for the exercise of independent judgment, work of marked difficulty and responsibility along special technical, supervisory, or administrative lines in office, business, or fiscal administration, requiring (A) extended specialized, supervisory, or administrative training and experience which has demonstrated important attainments and marked capacity for sound

*independent action or decision, and (B) intimate grasp of a specialized and complex subject matter, or of the profession, art, or science involved, or of administrative work of marked difficulty; (2) with wide latitude for the exercise of independent judgment, to perform responsible work of considerable difficulty requiring somewhat extended professional, scientific, or technical training and experience which has demonstrated important attainments and marked capacity for independent work; or (3) to perform other work of equal importance, difficulty, and responsibility, and requiring comparable qualifications.*

Grade GS-12 includes all classes of positions the duties of which are (1) to perform, under general administrative supervision, with wide latitude for the exercise of independent judgment, work of a very high order of difficulty and responsibility along special technical, supervisory, or administrative lines in office, business, or fiscal administration, requiring (A) extended specialized, supervisory, or administrative training and experience which has demonstrated leadership and attainments of a high order in specialized or administrative work, and (B) intimate grasp of a specialized and complex subject matter or of the profession, art, or science involved; (2) under general administrative supervision, and with wide latitude for the exercise of independent judgment, to perform professional, scientific, or technical work of marked difficulty and responsibility requiring extended professional, scientific, or technical training and experience which has demonstrated leadership and attainments of a high order in professional, scientific, or technical research, practice, or administration; or (3) to perform other work of equal importance, difficulty, and responsibility, and requiring comparable qualifications.

Grade GS-13 includes all classes of positions the duties of which are (1) to perform, under administrative direction, with wide latitude for the exercise of independent judgment, work of unusual difficulty and responsibility along special technical, supervisory, or administrative lines, requiring extended specialized, supervisory, or administrative training and experience which has demonstrated leadership and marked attainments; (2) to serve as assistant head of a major organization involving work of comparable level within a bureau; (3) to perform, under administrative direction, with wide latitude for the exercise of independent judgment, work of unusual difficulty and responsibility requiring extended professional, scientific, or technical training and experience which has demonstrated leadership and marked attainments in professional, scientific, or technical research, practice, or administration; or (4) to perform other work of equal importance, difficulty, and responsibility, and requiring comparable qualifications.

Grade GS-14 includes all classes of positions the duties of which are (1) to perform, under general administrative direction, with wide latitude for the exercise of independent judgment, work of exceptional difficulty and responsibility along special technical, supervisory, or administrative lines which has demonstrated leadership and unusual attainments; (2) to serve as head of a major organization within a bureau involving work of comparable level; (3) to plan and direct or to plan and execute major professional, scientific, technical, administrative, fiscal, or other specialized programs, requiring extended training and experience which has demonstrated leadership and unusual attainments in professional, scientific, or technical research, practice, or administration, or in administrative, fiscal, or other specialized activities; or (4) to perform consulting or other professional, scientific, technical, administrative, fiscal,

or other specialized work of equal importance, difficulty, and responsibility, and requiring comparable qualifications.

Grade GS-15 includes all classes of positions the duties of which are (1) to perform, under general administrative direction, with very wide latitude for the exercise of independent judgment, work of outstanding difficulty and responsibility along special technical, supervisory, or administrative lines which has demonstrated leadership and exceptional attainments; (2) to serve as head of a major organization within a bureau involving work of comparable level; (3) to plan and direct or to plan and execute specialized programs of marked difficulty, responsibility, and national significance, along professional, scientific, technical, administrative, fiscal, or other lines, requiring extended training and experience which has demonstrated leadership and unusual attainments in professional, scientific, or technical research, practice, or administration, or in administrative, fiscal, or other specialized activities; or (4) to perform consulting or other professional, scientific, technical, administrative, fiscal, or other specialized work of equal importance, difficulty, and responsibility, and requiring comparable qualifications.

Grade GS-16 includes all classes of positions the duties of which are (1) to perform, under general administrative direction, with unusual latitude for the exercise of independent judgment, work of outstanding difficulty and responsibility along special technical, supervisory, or administrative lines which has demonstrated leadership and exceptional attainments; (2) to serve as the head of a major organization involving work of comparable level; (3) to plan and direct or to plan and execute professional, scientific, technical, administrative, fiscal, or other specialized programs of unusual difficulty, responsibility, and national significance, requiring extended training and experience which has demonstrated leadership and exceptional attainments in professional, scientific, or technical research, practice, or administration, or in administrative, fiscal, or other specialized activities; or (4) to perform consulting or other professional, scientific, technical, administrative, fiscal, or other specialized work of equal importance, difficulty, and responsibility, and requiring comparable qualifications.

Grade GS-17 includes all classes of positions the duties of which are (1) to serve as the head of a bureau where the position, considering the kind and extent of the authorities and responsibilities vested in it, and the scope, complexity, and degree of difficulty of the activities carried on, is of a high order among the whole group of positions of heads of bureaus; (2) to plan and direct or to plan and execute professional, scientific, technical, administrative, fiscal, or other specialized programs of exceptional difficulty, responsibility, and national significance, requiring extended training and experience which has demonstrated exceptional leadership and attainments in professional, scientific, or technical research, practice, or administration, or in administrative, fiscal, or other specialized activities; or (3) to perform consulting or other professional, scientific, technical, administrative, fiscal, or other specialized work of equal importance, difficulty, and responsibility, and requiring comparable qualifications.

Grade GS-18 includes all classes of positions the duties of which are (1) to serve as the head of a bureau where the position, considering the kind and extent of the authorities and responsibilities vested in it, and the scope, complexity, and degree of difficulty of the activities carried on, is exceptional and outstanding among the whole group of positions of heads of bureaus; (2) to plan and direct or to plan and execute frontier or un-

precedented professional, scientific, technical, administrative, fiscal, or other specialized programs of outstanding difficulty, responsibility, and national significance, requiring extended training and experience which has demonstrated outstanding leadership and attainments in professional, scientific, or technical research, practice, or administration, or in administrative, fiscal, or other specialized activities; or (3) to perform consulting or other professional, scientific, technical, administrative, fiscal, or other specialized work of equal importance, difficult, and responsibility, and requiring comparable qualifications.

(b) The Crafts, Protective, and Custodial Schedule shall be divided into ten grades of difficulty and responsibility of work, as follows:

#### CRAFTS, PROTECTIVE, AND CUSTODIAL SCHEDULE

Grade CPC-1 includes all classes of positions the duties of which are to run errands, to check parcels, or to perform other light manual tasks with little or no responsibility.

Grade CPC-2 includes all classes of positions the duties of which are to handle desks, mail sacks, and other heavy objects, and to perform similar work ordinarily required of unskilled laborers; to pass coal; to clean office rooms; to perform regular messenger work with little responsibility; or to perform other work of equal difficulty and responsibility and requiring comparable qualifications.

Grade CPC-3 includes all classes of positions the duties of which are to perform, under immediate supervision, custodial, or office labor work with some degree of responsibility; to operate paper-cutting, canceling, envelope-opening, or envelope-sealing machines; to fire and keep up steam in low-pressure boilers used for heating purposes, and to clean boilers and oil machinery and related apparatus; to operate passenger automobiles or light-duty trucks; to pack goods for shipment; to work as leader of a group of charwomen; to perform messenger work and do light manual or office-labor tasks with some responsibility; to carry important documents from one office to another, or attend the door and private office of a public officer; or to perform other work of equal difficulty and responsibility and requiring comparable qualifications.

Grade CPC-4 includes all classes of positions the duties of which are to perform, under general supervision, custodial work of a responsible character; to guard office or storage buildings; to supervise and direct a force of unskilled laborers; to fire and to keep up steam in high-pressure boilers and to operate other equipment used in connection with such boilers; to perform general, semimechanical, new, or repair work requiring some skill with hand tools; to work as craft or trade helper; to operate heavy-duty trucks, semitrailers, or tractor trailers; to operate a passenger automobile for a department head or officer of comparable rank; to attend the door of a private office of a department head or officer of comparable rank; or to perform other work of equal difficulty and responsibility and requiring comparable qualifications.

Grade CPC-5 includes all classes of positions the duties of which are to guard property of great value while in transit; to supervise the operation and maintenance of a low-capacity heating plant and its auxiliary equipment; or to perform other work of equal difficulty and responsibility and requiring comparable qualifications.

Grade CPC-6 includes all classes of positions the duties of which are to have immediate direction of a detachment of building guards; to perform the work of a skilled mechanic; to repair office appliances; or to perform

other work of equal difficulty and responsibility and requiring comparable qualifications.

Grade CPC-7 includes all classes of positions the duties of which are to assist in the general supervision of a force of building guards; to work as leader of a group of skilled mechanics; or to perform other work of equal difficulty and responsibility and requiring comparable qualifications.

Grade CPC-8 includes all classes of positions the duties of which are to have general supervision over a force of building guards; to supervise the operation of a mechanical shop; to direct skilled mechanics and other employees engaged in the operation and maintenance of equipment providing heating, ventilating, air conditioning, power, and sanitation in one or more public buildings; or to perform other work of equal difficulty and responsibility and requiring comparable qualifications.

Grade CPC-9 includes all classes of positions the duties of which are to direct supervisory and office assistants, mechanics, guards, elevator operators, laborers, janitors, and other employees engaged in the custody, maintenance, and protection of a public building; or to assist in the direction of such employees when engaged in similar duties in a group of buildings; or to perform other work of equal difficulty and responsibility and requiring comparable qualifications.

Grade CPC-10 includes all classes of positions the duties of which are to direct supervisory and office assistants, mechanics, guards, elevator operators, laborers, janitors, and other employees engaged in the custody, maintenance, and protection of a group of public buildings; or to perform other work of equal difficulty and responsibility and requiring comparable qualifications.

SEC. 603. (a) Except as provided in subsection (c) (2), the rates of basic compensation with respect to officers, employees, and positions to which this Act applies shall be in accordance with the schedules of per annum rates contained in subsections (b) and (c) (1).

(b) The compensation schedule for the General Schedule shall be as follows:

Grade	Per annum rates							
GS-1	\$2,200	\$2,280	\$2,360	\$2,440	\$2,520	\$2,600	\$2,680	
GS-2	\$2,450	\$2,530	\$2,610	\$2,690	\$2,770	\$2,850	\$2,930	
GS-3	\$2,650	\$2,730	\$2,810	\$2,890	\$2,970	\$3,050	\$3,130	
GS-4	\$2,875	\$2,955	\$3,035	\$3,115	\$3,195	\$3,275	\$3,355	
GS-5	\$3,100	\$3,225	\$3,350	\$3,475	\$3,600	\$3,725	\$3,850	
GS-6	\$3,450	\$3,575	\$3,700	\$3,825	\$3,950	\$4,075	\$4,200	
GS-7	\$3,825	\$3,950	\$4,075	\$4,200	\$4,325	\$4,450	\$4,575	
GS-8	\$4,200	\$4,325	\$4,450	\$4,575	\$4,700	\$4,825	\$4,950	
GS-9	\$4,600	\$4,725	\$4,850	\$4,975	\$5,100	\$5,225	\$5,350	
GS-10	\$5,000	\$5,125	\$5,250	\$5,375	\$5,500	\$5,625	\$5,750	
GS-11	\$5,400	\$5,600	\$5,800	\$6,000	\$6,200	\$6,400		
GS-12	\$6,400	\$6,600	\$6,800	\$7,000	\$7,200	\$7,400		
GS-13	\$7,600	\$7,800	\$8,000	\$8,200	\$8,400	\$8,600		
GS-14	\$8,800	\$9,000	\$9,200	\$9,400	\$9,600	\$9,800		
GS-15	\$10,000	\$10,250	\$10,500	\$10,750	\$11,000			
GS-16	\$11,200	\$11,400	\$11,600	\$11,800	\$12,000			
GS-17	\$12,200	\$12,400	\$12,600	\$12,800	\$13,000			
GS-18	\$14,000							

(c) (1) The compensation schedule for the Crafts, Protective, and Custodial Schedule shall be as follows:

Grade	Per annum rates							
CPC-1-----	\$1,510	\$1,570	\$1,630	\$1,690	\$1,750	\$1,810	\$1,870	
CPC-2-----	\$2,120	\$2,190	\$2,260	\$2,330	\$2,400	\$2,470	\$2,540	
CPC-3-----	\$2,252	\$2,332	\$2,412	\$2,492	\$2,572	\$2,652	\$2,732	
CPC-4-----	\$2,450	\$2,530	\$2,610	\$2,690	\$2,770	\$2,850	\$2,930	
CPC-5-----	\$2,674	\$2,754	\$2,834	\$2,914	\$2,994	\$3,074	\$3,154	
CPC-6-----	\$2,900	\$2,980	\$3,060	\$3,140	\$3,220	\$3,300	\$3,380	
CPC-7-----	\$3,125	\$3,225	\$3,325	\$3,425	\$3,525	\$3,625	\$3,725	
CPC-8-----	\$3,400	\$3,525	\$3,650	\$3,775	\$3,900	\$4,025	\$4,150	
CPC-9-----	\$3,775	\$3,900	\$4,025	\$4,150	\$4,275	\$4,400	\$4,525	
CPC-10-----	\$4,150	\$4,275	\$4,400	\$4,525	\$4,650	\$4,775	\$4,900	

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(2) Charwomen working part time shall be paid at the rate of \$2,400 per annum, and head charwomen working part time at the rate of \$2,540 per annum.

(d) Whenever payment is made on the basis of a daily, hourly, weekly, biweekly, or monthly rate, such rate shall be computed from the appropriate annual rate specified in subsection (b) or (c) by the method prescribed in section 604 (d) of the Federal Employees Pay Act of 1945.

SEC. 604. (a) For the purpose of making initial adjustments to the classification grades provided in this Act, positions which are required to be compensated in accordance with this Act and which were immediately prior to the effective date of this title in the professional and scientific service, the subprofessional service, the clerical, administrative, and fiscal service, or the crafts, protective, and custodial service of the Classification Act of 1923, as amended, are hereby allocated to corresponding grades of the General Schedule or the Crafts, Protective, and Custodial Schedule as set forth below:

Service and grade of the Classification Act of 1923, as amended				Corresponding new grade	
Professional and scientific service	Subprofessional service	Clerical, administrative, and fiscal service	Crafts, protective, and custodial service	General schedule	Crafts, protective, and custodial schedule
	1			GS-1	
	2	1		GS-1	
	3	2		GS-2	
	4	3		GS-3	
	5	4		GS-4	
1	6	5		GS-5	
	7	6		GS-6	
2	8	7		GS-7	
		8		GS-8	
3		9		GS-9	
		10		GS-10	
4		11		GS-11	
5		12		GS-12	
6		13		GS-13	
7		14		GS-14	
8		15		GS-15	
			1		CPC-1
			2		CPC-2
			3		CPC-3
			4		CPC-4
			5		CPC-5
			6		CPC-6
			7		CPC-7
			8		CPC-8
			9		CPC-9
			10		CPC-10

(b) The rates of basic compensation of officers and employees to whom this Act applies shall be initially adjusted as follows:

(1) In all cases where the number of pay rates within a grade specified in this Act is the same as in the corresponding grade of the Classification Act of 1923, as amended, employees shall have the same relative pay rate of the new grade, except as provided in paragraphs (2), (3), and (11) of this subsection.

(2) Employees in grade 1 of the subprofessional service immediately prior to the effective date of this title, at the first, second, third, fourth, fifth, sixth, and seventh rate shall have the first, first, second, third, fourth, fifth, and sixth rate, respectively, of grade 1 of the General Schedule.

(3) *Employees in grade 2 of the subprofessional service immediately prior to the effective date of this title, at the first, second, third, fourth, fifth, sixth, and seventh rate shall have the second, third, fourth, fifth, sixth, seventh, and seventh rate, respectively, of grade 1 of the General Schedule.*

(4) *Employees in grade 1 of the crafts, protective, and custodial service immediately prior to the effective date of this title, at the first, second, third, fourth, and fifth rate shall have the first, third, fourth, sixth, and seventh rate, respectively, of grade 1 of the Crafts, Protective, and Custodial Schedule.*

(5) *Employees in grades 2 and 3 of the crafts, protective, and custodial service immediately prior to the effective date of this title, shall have the same relative pay rate of the first six rates of grades 2 and 3, respectively, of the Crafts, Protective, and Custodial Schedule.*

(6) *Employees in grade 4 of the professional and scientific service and grade 11 of the clerical, administrative, and fiscal service immediately prior to the effective date of this title, at the first, second, third, fourth, and fifth rate shall have the first, second, third, fourth, and sixth rate, respectively, of grade 11 of the General Schedule.*

(7) *Employees in grade 5 of the professional and scientific service and grade 12 of the clerical, administrative, and fiscal service immediately prior to the effective date of this title, at the first, second, third, fourth, and fifth rate shall have the first, second, third, fourth, and fifth rate, respectively, of grade 12 of the General Schedule.*

(8) *Employees in grade 6 of the professional and scientific service and grade 13 of the clerical, administrative, and fiscal service immediately prior to the effective date of this title, at the first, second, third, fourth, and fifth rate shall have the first, second, third, fourth, and fifth rate, respectively, of grade 13 of the General Schedule.*

(9) *Employees in grade 7 of the professional and scientific service and grade 14 of the clerical, administrative, and fiscal service immediately prior to the effective date of this title, at the first, second, third, fourth, and fifth rate shall have the first, second, third, fifth, and sixth rate, respectively, of grade 14 of the General Schedule.*

(10) *Employees in grade 8 of the professional and scientific service and grade 15 of the clerical, administrative, and fiscal service immediately prior to the effective date of this title, at the first and second rate of the grade shall have the third rate of grade 15 of the General Schedule.*

(11) *Employees receiving a rate of basic compensation, authorized by law, immediately prior to the effective date of this title, in excess of the appropriate new rate of the grade as determined under paragraphs (1) to (10), inclusive, may continue to receive such rate so long as they remain in the same position and grade, but when any such position becomes vacant, the rate of basic compensation of any subsequent appointee shall be fixed in accordance with this Act.*

SEC. 605. *Any increase in rate of basic compensation by reason of the enactment of this title shall not be regarded as an "equivalent increase" in compensation within the meaning of section 701.*



## TITLE VII—STEP-INCREASES

SEC. 701. (a) *Each officer or employee compensated on a per annum basis, and occupying a permanent position within the scope of the compensation schedules fixed by this Act, who has not attained the maximum scheduled rate of compensation for the grade in which his position is placed, shall be advanced in compensation successively to the next higher rate within the grade at the beginning of the next pay period following the completion of (1) each fifty-two calendar weeks of service if his position is in a grade in which the step-increases are less than \$200, or (2) each seventy-eight calendar weeks of service if his position is in a grade in which the step-increases are \$200 or more, subject to the following conditions:*

(A) *That no equivalent increase in compensation from any cause was received during such period, except increase made pursuant to section 702 or 1002;*

(B) *That his current efficiency rating is "good" or better than "good";*

(C) *That the service and conduct of such officer or employee are certified as being otherwise satisfactory by the department; and*

(D) *That the benefit of successive step-increases shall be preserved, under regulations issued by the Commission, for officers and employees whose continuous service is interrupted in the public interest by service with the armed forces or by service in essential non-Government civilian employment during a period of war or national emergency.*

(b) *The term "good" as used in this title shall have the same meaning as when used in the systems of efficiency rating established pursuant to title IX of this Act.*

SEC. 702. (a) *Within the limit of available appropriations and in accordance with standards promulgated by the Commission, each department is authorized, subject to prior approval by the Commission (except as provided in subsection (b)), to make additional step-increases as a reward for superior accomplishment, but no officer or employee shall be eligible for more than one such additional step-increase within each of the time periods specified in section 701 (a).*

(b) *The Commission is authorized to delegate to any department the authority to make the additional step-increases provided for in this section, without prior approval in individual cases by the Commission. The Commission may withdraw or suspend such authority whenever review of such actions by the Commission indicates that standards promulgated by the Commission have not been observed, and may restore such authority whenever it is satisfied that subsequent actions will be taken in conformance with such standards.*

(c) *Each department shall report to the Commission all actions taken under this section, together with the reasons therefor. The Commission shall submit an annual report to Congress covering the numbers and types of actions taken under this section.*

SEC. 703. (a) *Subject to subsection (b), and as a reward for long and faithful service, each department shall grant an additional step-increase (to be known as a longevity step-increase) beyond the maximum scheduled rate of the grade in which his position is placed, to each officer or employee for each three years of continuous service completed by him at such maxi-*

maximum rate or at a rate in excess thereof authorized by this section without change of grade or rate of basic compensation except such change as may be prescribed by any provision of law of general application.

(b) (1) No officer or employee shall be entitled to a longevity step-increase while holding a position in any grade above grade 10 of the General Schedule.

(2) No officer or employee shall receive a longevity step-increase unless his current efficiency rating is "good" or better than "good", and his service and conduct are certified as being otherwise satisfactory by the department.

(3) No officer or employee shall receive more than one longevity step-increase for any three years of continuous service.

(4) Each longevity step-increase shall be equal to one step-increase of the grade in which the position of the officer or employee is placed.

(5) Not more than three successive longevity step-increases may be granted to any officer or employee.

(6) The officer or employee shall have had, in the aggregate, not less than ten years of service in the position which he then occupies, or in positions of equivalent or higher class or grade.

(c) When an officer or employee, receiving basic compensation at a rate in excess of the maximum scheduled rate for his grade under section 604 (b) (11), section 1105 (b), or any other provision of law, is eligible for his first longevity step-increase beyond the maximum rate of such grade he shall—

(1) receive total basic compensation which is equal to the basic compensation at the maximum scheduled rate for his grade plus such first longevity step-increase, or

(2) continue to receive compensation at such rate in excess of the maximum scheduled rate for his grade, if the compensation at such rate is higher than the total basic compensation specified in paragraph (1).

In case any such officer or employee receiving compensation under paragraph (2) is eligible for a subsequent successive longevity step-increase, he shall—

(A) receive the same total basic compensation which he would be entitled to receive after such subsequent longevity step-increase, if his total basic compensation had, at the time he was eligible for his first longevity step-increase, been determined under paragraph (1), or

(B) continue to receive compensation under paragraph (2) if such compensation is higher than the total basic compensation specified in paragraph (A).

SEC. 704. In computing length of service for the purposes of this title, service immediately preceding the effective date of this title shall be counted toward (1) one step-increase under section 701 and one additional step-increase under section 702, or (2) longevity step-increases under section 703, as the case may be.

SEC. 705. This title shall not apply to the compensation of persons appointed by the President, by and with the advice and consent of the Senate.

## TITLE VIII—GENERAL COMPENSATION RULES

SEC. 801. All new appointments shall be made at the minimum rate of the appropriate grade.

SEC. 802. (a) The rate of basic compensation to be received by any officer or employee to whom this Act applies shall be governed by regulations issued by the Commission in conformity with this Act when—

- (1) he is transferred from a position to which this Act does not apply;
- (2) he is transferred from any position to which this Act applies to another such position;
- (3) he is demoted to a position in a lower grade;
- (4) he is reinstated, reappointed, or reemployed;
- (5) his type of appointment is changed;
- (6) his employment status is otherwise changed; or
- (7) his position is changed from one grade to another grade.

(b) Any officer or employee who is promoted or transferred to a position in a higher grade shall receive basic compensation at the lowest rate of such higher grade which exceeds his existing rate of basic compensation by not less than one step-increase of the grade from which he is promoted or transferred. If, in the case of any officer or employee so promoted or transferred who is receiving (1) one or more longevity step-increases under section 703, or (2) basic compensation at a rate in excess of the maximum scheduled rate for his grade under section 604 (b) (11), section 1105 (b), or any other provision of law, there is no rate in such higher grade which is at least one step-increase above his existing rate of basic compensation, he shall receive (A) the maximum scheduled rate of such higher grade, or (B) his existing rate of basic compensation, if such existing rate is the higher.

SEC. 803. The Commission shall make a study of the problem of additional compensation for hazardous employments and submit a report to Congress not later than one year from the date of enactment of this Act, setting forth its findings and such recommendations as it may deem advisable for a future policy and plan with respect to additional compensation for hazardous employments.

## TITLE IX—EFFICIENCY RATINGS

SEC. 901. (a) The Commission shall establish and may revise uniform systems of efficiency rating for the appraisal of the service of officers and employees in positions in the classes and grades provided by this Act. Such systems shall set forth degrees of efficiency which shall constitute ground for (1) the recognition of outstanding performance, (2) the granting of increases in the rate of compensation, (3) continuance at the existing rate of compensation, (4) decrease in the rate of compensation of officers and employees who at the time are above the middle rate for the grade in which their positions are placed, and (5) removal from the position or dismissal from the service.

(b) Each department shall rate in accordance with such systems the efficiency of each officer or employee under its jurisdiction. Ratings shall be open to inspection by representatives of the Commission and by officers and employees of the department in accordance with regulations issued by the Commission. Each officer or employee shall have the right to inspect the detailed report of his own rating.

(c) *Reductions in compensation, removals from positions, or dismissals from the service shall be made by the departments whenever the efficiency ratings warrant.*

SEC. 902. (a) *There shall be established in each department one or more boards of review each of which shall be composed of three members. One member, who shall serve as chairman, shall be designated by the Commission; one member shall be designated by the department concerned; and one member shall be designated by the officers and employees of the department concerned in such manner as may be determined by the Commission.*

(b) *Alternate members shall be designated in the same manner as their respective principal members. The boards of review shall meet at the call of their respective chairmen for the purpose of considering and passing upon the merits of such efficiency ratings assigned to officers and employees as may be submitted to such boards of review as hereinafter provided.*

(c) *Any officer or employee shall, upon written request to the chairman of the appropriate board of review of his department, be entitled as a matter of right to a hearing and a review by such board of review of his efficiency rating. At the hearing the officer or employee, and such representative as he may designate, and such representatives of the department as may be designated by the department, shall be afforded an opportunity (1) to submit orally or in writing any information deemed by the board of review to be pertinent to the case, and (2) to hear or examine, and reply to, any such information submitted to such board by other parties. After any such hearing the board may make such adjustment in any such efficiency rating as it may find to be proper.*

SEC. 903. *The Commission shall make a study of efficiency rating systems in the Federal service and submit a report to Congress on or before February 1, 1950, setting forth its findings as to the operation and administration of such systems and such recommendations (including specific recommendations for legislation) as it may deem advisable.*

#### TITLE X—MANAGEMENT IMPROVEMENT PLAN AND AWARDS

SEC. 1001. (a) *In accordance with regulations issued and administered by the Director of the Bureau of the Budget, each department shall make systematic reviews of the operations of each of its activities, functions, or organization units, on a continuing basis.*

(b) *The purposes of such reviews shall include, among other things, (1) determining the degree of efficiency and economy in the operation of the department's activities, functions, or organization units; (2) identifying the units that are outstanding in those respects, and (3) identifying the supervisors and employees whose personal efforts have caused their units to be outstanding in efficiency and economy of operations.*

SEC. 1002. (a) *In each department there shall be established an Efficiency Awards Committee, the membership of which shall be designated by the head of the department.*

(b) *It shall be the duty of the Efficiency Awards Committee (1) to identify those supervisors and employees within the department whose superior accomplishments have contributed to outstanding efficiency and economy in administration, and (2) to award to such supervisors and employees, subject to the approval of the head of the department and to the*

limitations of subsection (c), cash awards or increases in rates of basic compensation which, in the judgment of the Committee, are commensurate with their demonstrated superior accomplishments: Provided, however, That the total amount of such awards or increases to any group of supervisors and employees shall not exceed 25 per centum of the estimated saving to the Government due to their superior accomplishments.

(c) Any such cash award or any such increase in rate of basic compensation shall not exceed an amount equal to three times the step-increase of the applicable grade. Any such increase in rate of basic compensation shall be at one, two, or three times the step-increase of the applicable grade and shall be in lieu of any additional compensation as a reward for superior accomplishment under section 702.

(d) An award under this title shall be given due weight in qualifying and selecting employees for promotion to positions in higher grades.

SEC. 1003. The Bureau of the Budget shall maintain control of the program set forth in this title and shall annually report the results of such program to Congress, with such recommendations as it may deem advisable.

#### TITLE XI—GENERAL PROVISIONS

SEC. 1101. The Commission is hereby authorized to issue such regulations as may be necessary for the administration of this Act.

SEC. 1102. The Commission shall prepare and submit to the President an annual report with respect to the rates of compensation under, and the administration of, this Act. The President shall submit an annual report to Congress which shall contain, among other matters, such recommendations, based upon the report of the Commission, as he may deem advisable.

SEC. 1103. In the administration of this Act, there shall be no discrimination with respect to any person, or with respect to the position held by any person, on account of sex, marital status, race, creed, or color.

SEC. 1104. Nothing in this Act shall be construed to affect the application to officers and employees to whom this Act applies of the veteran-preference provisions in the Civil Service Act, as amended, and the Veterans' Preference Act of 1944, as amended.

SEC. 1105. (a) Except as provided in subsection (b)—

(1) titles VI, VII, VIII, and XII shall take effect on the first day of the first pay period which begins after the date of enactment of this Act;

(2) all other provisions of this Act shall take effect upon enactment.

(b) With respect to any position which, immediately prior to the date of enactment of this Act, is not subject to the Classification Act of 1923, as amended (including positions in grade 9 of the professional and scientific service or in grade 16 of the clerical, administrative, and fiscal service referred to in section 13 of such Act), but to which this Act applies, this Act shall take effect on a date specified by the Commission, but not later than the first day of the first pay period which begins after six months following the date of enactment of this Act. An officer or employee occupying any such position on such effective date, and receiving basic compensation at a rate in excess of the appropriate rate of the grade in which such position is placed, shall continue to receive basic compensation without change in rate until (1) he leaves such position, or (2) he is entitled to receive basic compensation at a higher rate by reason of the operation of title V or VII. When such position is vacated by such officer or employee, the rate of basic compensation of any subsequent appointee shall be fixed in accordance with this Act.

(c) *Employees of the Bureau of Engraving and Printing to whom section 202 (7) applies shall continue to receive compensation at the rates prescribed for the Clerical-Mechanical Service by the Classification Act of 1923, as amended, until their compensation shall have been fixed in accordance with the provisions of such section.*

*SEC. 1106 (a). Whenever reference is made in any other law to the Classification Act of 1923, as amended, such reference shall be held and considered to mean this Act. Whenever reference is made in any other law to a grade of the Classification Act of 1923, as amended, such reference shall be held and considered to mean the corresponding grade shown in section 604 of this Act.*

(b) *The application of this Act to any position, officer, or employee shall not be affected by reason of the enactment of subsection (a).*

*SEC. 1107. There are hereby authorized to be appropriated such sums as may be necessary to carry out the provisions of this Act.*

## TITLE XII.—MISCELLANEOUS PROVISIONS

*SEC. 1201. Section 66 of the Farm Credit Act of 1933 (48 Stat. 269) is hereby amended to read as follows:*

*"SEC. 66. No director, officer, or employee of the Central Bank for Cooperatives, or of any Production Credit Corporation, Production Credit Association, or Bank for Cooperatives shall be paid compensation at a rate in excess of \$13,000 per annum."*

*SEC. 1202. The following laws and parts of laws are hereby repealed:*

- (1) *The Classification Act of 1923, as amended;*
- (2) *Public Resolution Numbered 36, Sixty-eighth Congress, approved June 7, 1924 (43 Stat. 669);*
- (3) *Public, Numbered 555, Seventieth Congress, approved May 28, 1928 (45 Stat. 776), as amended;*
- (4) *Public, Numbered 523, Seventy-first Congress, approved July 3, 1930 (46 Stat. 1003), as amended;*
- (5) *Sections 505, 506, 507, 508, and 509 of the Economy Act, approved June 30, 1932 (47 Stat. 416);*
- (6) *Sections 3, 4, 5, 6, and 7 of Public, Numbered 880, Seventy-sixth Congress, approved November 26, 1940 (54 Stat. 1212), as amended;*
- (7) *Public Law 200 (except section 6 thereof), Seventy-seventh Congress, approved August 1, 1941 (55 Stat. 613);*
- (8) *Public Law 694, Seventy-seventh Congress, approved August 1, 1942 (56 Stat. 733);*
- (9) *Title IV of the Federal Employees Pay Act of 1945, approved June 30, 1945 (59 Stat. 298); and*
- (10) *Sections 2 and 12 of the Federal Employees Pay Act of 1946, approved May 24, 1946 (60 Stat. 216, 219).*

*SEC. 1203. Section 604 (d) of the Federal Employees Pay Act of 1945, as amended, is amended to read as follows:*

*"(d) (1) Hereafter, for all pay computation purposes affecting officers or employees in or under the executive branch, the judicial branch, or the District of Columbia municipal government, basic per annum rates of compensation established by or pursuant to law shall be regarded as payment for employment during fifty-two basic administrative workweeks of forty hours."*

“(2) Whenever for any such purpose it is necessary to convert a basic monthly or annual rate to a basic biweekly, weekly, daily, or hourly rate, the following rules shall govern:

“(A) A monthly rate shall be multiplied by twelve to derive an annual rate;

“(B) An annual rate shall be divided by fifty-two or twenty-six, as the case may be, to derive a weekly or biweekly rate;

“(C) A weekly or biweekly rate shall be divided by forty or eighty, as the case may be, to derive an hourly rate; and

“(D) A daily rate shall be derived by multiplying an hourly rate by the number of daily hours of service required.

“(3) All rates shall be computed to the nearest cent, counting one-half cent and over as a whole cent.”

SEC. 1204. All laws or parts of laws inconsistent with this Act are hereby repealed to the extent of such inconsistency.

And the Senate agree to the same.

TOM MURRAY,  
JAMES H. MORRISON,  
GEORGE P. MILLER,  
EDWARD H. REES,  
ANTONI N. SADIAK,

*Managers on the Part of the House.*

OLIN D. JOHNSTON,  
RUSSELL B. LONG,  
FRANK P. GRAHAM,  
ZALES N. ECTON,

*Managers on the Part of the Senate.*

STATEMENT OF THE MANAGERS ON THE PART OF THE HOUSE

The managers on the part of the House at the conference on the disagreeing votes of the two Houses on the amendment of the Senate to the bill (H. R. 5931) to establish a standard schedule of rates of basic compensation for certain employees of the Federal Government; to provide an equitable system for fixing and adjusting the rates of basic compensation of individual employees; to repeal the Classification Act of 1923, as amended; and for other purposes, submit the following statement in explanation of the effect of the action agreed upon by the conferees and recommended in the accompanying conference report:

The Senate amendment to the bill strikes out all of the House bill after the enacting clause. The committee of conference recommends that the House recede from its disagreement to the amendment of the Senate, with an amendment which is a substitute for both the House bill and the Senate amendment, and that the Senate agree to the same.

Except for the differences noted in the following statement, the conference substitute is substantially the same as the House bill.

The House bill provided that the short title be "Classification Revision Act of 1949". The short title in the Senate amendment is "Position-Classification and Pay Act of 1949". The short title proposed by the conference substitute is "Classification Act of 1949".

Section 202 (2) of the House bill exempted from the coverage of the bill positions in or under the Department of State which *both* are (A) connected with the representation of the United States to international organizations, and (B) specifically exempted by law from the Classification Act of 1923, or any other classification or compensation law. Section 202 (2) of the conference substitute is the same as the Senate amendment and exempts from the coverage of the bill positions in or under the Department of State which meet *either* of the conditions specified in the House bill.

With respect to the General Schedule, the table below shows existing grades and rates of compensation; the grades and rates of compensation prescribed in the House bill, the Senate amendment, and the conference substitute; and the differences between existing rates and the rates prescribed in the conference substitute. An examination of columns 2 and 4 of the table will disclose the differences between the House bill and the conference substitute with respect to the rates of the respective grades.



GENERAL SERVICE (GS) SCHEDULE

Existing rates (1)	House rates (2)	Senate rates (3)	Conference substituto rates (4)	Conference substitute increases over exist- ing rates (5)
GRADE GS-1 (EXISTING GRADES SP-1, SP-2, AND CAF-1)				
\$2,020.....	\$2,186	\$2,200	\$2,200	\$180.00
\$2,086.....	2,186	2,200	2,200	114.00
\$2,152.....	2,266	2,280	2,280	125.00
\$2,218.....	2,346	2,360	2,360	142.00
\$2,284.....	2,426	2,440	2,440	155.00
\$2,350.....	2,506	2,520	2,520	170.00
\$2,423.04.....	2,586	2,600	2,600	176.96
\$2,498.28.....	2,666	2,680	2,680	181.72
\$2,573.52.....	2,666	2,680	2,680	106.48
GRADE GS-2 (EXISTING GRADES SP-3 AND CAF-2)				
\$2,284.....	\$2,384	\$2,450	\$2,450	\$168.00
\$2,350.....	2,464	2,530	2,530	180.00
\$2,423.04.....	2,544	2,610	2,610	186.96
\$2,498.28.....	2,624	2,690	2,690	191.72
\$2,573.52.....	2,704	2,770	2,770	198.48
\$2,648.76.....	2,784	2,850	2,850	201.24
\$2,724.....	2,864	2,930	2,930	206.00
GRADE GS-3 (EXISTING GRADES SP-4 AND CAF-3)				
\$2,498.28.....	\$2,600	\$2,700	\$2,650	\$151.72
\$2,573.52.....	2,680	2,780	2,730	156.48
\$2,648.76.....	2,760	2,860	2,810	161.24
\$2,724.....	2,840	2,940	2,890	166.00
\$2,799.24.....	2,920	3,020	2,970	170.76
\$2,874.48.....	3,000	3,100	3,050	175.52
\$2,949.72.....	3,080	3,180	3,130	180.28
GRADE GS-4 (EXISTING GRADES SP-5 AND CAF-4)				
\$2,724.....	\$2,824	\$3,000	\$2,875	\$151.00
\$2,799.24.....	2,904	3,080	2,955	155.76
\$2,874.48.....	2,984	3,160	3,035	160.52
\$2,949.72.....	3,064	3,240	3,115	165.28
\$3,024.96.....	3,144	3,320	3,195	170.04
\$3,100.20.....	3,224	3,400	3,275	174.80
\$3,175.44.....	3,304	3,480	3,355	179.56
GRADE GS-5 (EXISTING GRADES SP-6, CAF-5, AND P-1 IN HOUSE BILL AND CON- FERENCE SUBSTITUTE; THE SENATE BILL INCLUDES THESE AND, IN ADDITION, SP-7 AND CAF-6)				
\$2,974.80.....	\$3,075	\$3,100	\$3,100	\$125.20
\$3,100.20.....	3,200	3,225	3,225	124.80
\$3,225.60.....	3,325	3,350	3,350	124.40
\$3,351.....	3,450	3,475	3,475	124.00
\$3,476.40.....	3,575	3,600	3,600	123.60
\$3,601.80.....	3,700	3,725	3,725	123.20
\$3,727.20.....	3,825	3,850	3,850	122.80
\$3,852.60.....		1 3,975		
\$3,978.....		1 4,100		
\$4,103.40.....		1 4,225		

<sup>1</sup> For present incumbents only—not a scheduled rate.

## GENERAL SERVICE (GS) SCHEDULE—Continued

Existing rates (1)	House rates (2)	Senate rates (3)	Conference substitute rates (4)	Conference substitute increases over exist- ing rates (5)
HOUSE AND CONFERENCE SUBSTITUTE GRADE GS-6 (NO CORRESPONDING SEPA- RATE GRADE IN SENATE BILL; EXISTING GRADES SP-7 AND CAF-6 IN HOUSE BILL AND CONFERENCE SUBSTITUTE)				
\$3,351.....	\$3,451	-----	\$3,450	\$99.00
\$3,476.40.....	3,576	-----	3,575	98.60
\$3,601.80.....	3,701	-----	3,700	98.20
\$3,727.20.....	3,826	-----	3,825	97.80
\$3,852.60.....	3,951	-----	3,950	97.40
\$3,978.....	4,076	-----	4,075	97.00
\$4,103.40.....	4,201	-----	4,200	96.60

HOUSE AND CONFERENCE SUBSTITUTE GRADE GS-7; SENATE GRADE GS-6 (EXIST-  
ING GRADES SP-8, CAF-7, AND P-2; SENATE BILL ALSO INCLUDES CAF-8)

\$3,727.20.....	\$3,827	\$3,850	\$3,825	\$97.80
\$3,852.60.....	3,952	3,975	3,950	97.40
\$3,978.....	4,077	4,100	4,075	97.00
\$4,103.40.....	4,202	4,225	4,200	96.60
\$4,228.80.....	4,327	4,350	4,325	96.20
\$4,354.20.....	4,452	4,475	4,450	95.80
\$4,479.60.....	4,577	4,600	4,575	95.40
\$4,605.....	-----	<sup>1</sup> 4,725	-----	-----
\$4,730.40.....	-----	<sup>1</sup> 4,850	-----	-----
\$4,855.80.....	-----	<sup>1</sup> 4,975	-----	-----

<sup>1</sup> For present incumbents only—not a scheduled rate.HOUSE AND CONFERENCE SUBSTITUTE GRADE GS-8 (EXISTING GRADE CAF-8; NO  
CORRESPONDING SEPARATE GRADE IN SENATE BILL)

\$4,103.40.....	\$4,200	-----	\$4,200	\$96.60
\$4,228.80.....	4,325	-----	4,325	96.20
\$4,354.20.....	4,450	-----	4,450	95.80
\$4,479.60.....	4,575	-----	4,575	95.40
\$4,605.....	4,700	-----	4,700	95.00
\$4,730.40.....	4,825	-----	4,825	94.60
\$4,855.80.....	4,950	-----	4,950	94.20

HOUSE AND CONFERENCE SUBSTITUTE GRADE GS-9; SENATE GRADE GS-7 (EXIST-  
ING GRADES CAF-9 AND P-3; SENATE BILL ALSO INCLUDES CAF-10)

\$4,479.60.....	\$4,600	\$4,600	\$4,600	\$120.40
\$4,605.....	4,725	4,725	4,725	120.00
\$4,730.40.....	4,850	4,850	4,850	119.60
\$4,855.80.....	4,975	4,975	4,975	119.20
\$4,981.20.....	5,100	5,100	5,100	118.80
\$5,106.60.....	5,225	5,225	5,225	118.40
\$5,232.....	5,350	<sup>1</sup> 5,350	5,350	118.00
\$5,357.40.....	-----	<sup>1</sup> 5,475	-----	-----
\$5,482.80.....	-----	<sup>1</sup> 5,600	-----	-----
\$5,608.20.....	-----	<sup>1</sup> 5,725	-----	-----

<sup>1</sup> For present incumbents only—not a scheduled rate.HOUSE AND CONFERENCE SUBSTITUTE GRADE GS-10 (EXISTING GRADE CAF-10; NO  
CORRESPONDING SEPARATE GRADE IN SENATE BILL)

\$4,855.80.....	\$5,000	-----	\$5,000	\$144.20
\$4,981.20.....	5,125	-----	5,125	143.80
\$5,106.60.....	5,250	-----	5,250	143.40
\$5,232.....	5,375	-----	5,375	143.00
\$5,357.40.....	5,500	-----	5,500	142.60
\$5,482.80.....	5,625	-----	5,625	142.20
\$5,608.20.....	5,750	-----	5,750	141.80

REVISION OF CLASSIFICATION ACT OF 1929, AS AMENDED

GENERAL SERVICE (GS) SCHEDULE—Continued

Existing rates (1)	House rates (2)	Senate rates (3)	Conference substitute rates (4)	Conference substitute increases over exist- ing rates (5)
HOUSE AND CONFERENCE SUBSTITUTE GRADE GS-11; SENATE GRADE GS-8 (EXIST- ING GRADES CAF-11 AND P-4)				
\$5,232.....	\$5,400	\$5,400	\$5,400	\$168.00
\$5,482.80.....	5,600	5,650	5,600	117.20
\$5,733.60.....	5,800	5,900	5,800	66.40
\$5,984.40.....	6,000	6,150	6,000	15.60
\$6,235.20.....	6,200	6,400	6,200	164.80
	6,400		6,400	
HOUSE AND CONFERENCE SUBSTITUTE GRADE GS-12; SENATE GRADE GS-9 (EXIST- ING GRADES CAF-12 AND P-5)				
\$6,235.20.....	\$6,400	\$6,400	\$6,400	\$164.80
\$6,474.60.....	6,600	6,650	6,600	125.40
\$6,714.....	6,800	6,900	6,800	86.00
\$6,953.40.....	7,000	7,150	7,000	46.60
\$7,192.80.....	7,200	7,400	7,200	7.20
	7,400		7,400	
HOUSE AND CONFERENCE SUBSTITUTE GRADE GS-13; SENATE GRADE GS-10 (EXIST- ING GRADES CAF-13 AND P-6)				
\$7,432.20.....	\$7,600	\$7,600	\$7,600	\$167.80
\$7,671.60.....	7,800	7,850	7,800	128.40
\$7,911.....	8,000	8,100	8,000	89.00
\$8,150.40.....	8,200	8,350	8,200	49.60
\$8,389.80.....	8,400	8,600	8,400	10.20
	8,600		8,600	
HOUSE AND CONFERENCE SUBSTITUTE GRADE GS-14; SENATE GRADE GS-11 (EXISTING GRADES CAF-14 AND P-7)				
\$8,509.50.....	\$8,800	\$8,800	\$8,800	\$290.50
\$8,808.75.....	9,000	9,050	9,000	191.25
\$9,108.....	9,200	9,300	9,200	92.00
	9,400		9,400	
\$9,407.25.....	9,600	9,550	9,600	192.75
\$9,706.50.....	9,800	9,800	9,800	93.50
HOUSE AND CONFERENCE SUBSTITUTE GRADE GS-15; SENATE GRADE GS-12 (EXISTING GRADES CAF-15 AND P-8)				
	\$10,000	\$10,000	\$10,000	
	10,250		10,250	
\$10,305.....	10,500	10,500	10,500	\$195.00
\$10,330.....	10,500	11,000	10,500	170.00
	10,750		10,750	
	11,000		11,000	

The existing Classification Act does not contain any grades or rates comparable to the following:

GENERAL SERVICE (GS) SCHEDULE—Continued

Existing rates	House rates	Senate rates	Conference substitute rates	Conference substitute increases over existing rates
(1)	(2)	(3)	(4)	(5)
	House grade GS-16		Grade GS-16 <sup>2</sup>	
-----	\$11,500		\$11,200	-----
-----	11,750		11,400	-----
-----	12,000		11,600	-----
-----	12,250		11,800	-----
-----	12,500		12,000	-----
	House grade GS-17	Senate grade GS-13	Grade GS-17 <sup>2</sup>	
-----	\$13,000	\$11,500	\$12,200	-----
-----	13,250	12,000	12,400	-----
-----	13,500	12,500	12,600	-----
-----	13,750		12,800	-----
-----	14,000		13,000	-----
	House grade GS-18		Grade GS-18 <sup>2</sup>	
-----	\$15,000		\$14,000	-----

<sup>2</sup> Section 505 of the conference substitute provides that at any one time there shall not be more than 300 positions in Grade GS-16, not more than 75 positions in Grade GS-17, and not more than 25 positions in Grade GS-18.

The crafts, protective, and custodial schedule is the same in the conference substitute as in the House bill.

Section 804 (a) and (b) of the Senate amendment authorized the Civil Service Commission to establish schedules of pay differentials for employments in which the employee is inherently exposed in the performance of assigned duties to unusual danger of loss of life, crippling injury, or disabling disease. Such pay differentials were to be added to the rates of basic compensation set forth in title VI of the Senate amendment, but no such pay differential was to exceed 50 percent of the rate of basic compensation otherwise applicable. Section 804 (c) authorized and directed the Commission to study the problem of additional compensation for hazardous employments and to report to Congress, not later than 1 year from the date of enactment of the bill, its findings and recommendations for formulating a future policy and plan for dealing with the problem. The House bill contains no such provisions.

Section 803 of the conference substitute omits the provisions of section 804 (a) and (b) of the Senate amendment relating to the establishment of pay differentials, but retains the provision in section 804 (c) of the Senate amendment authorizing and directing the Commission to study the problem of additional compensation for hazardous employments and to submit to Congress its findings and recommendations.

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REVISION OF CLASSIFICATION ACT OF 1928, AS AMENDED

Title IX of the House bill continued existing efficiency rating provisions. Title IX of the Senate amendment would replace these with new provisions for performance rating plans, and eliminate existing provisions for efficiency rating boards of review. The conference substitute is the same as the House bill except that a new section (sec. 903) is added which requires the Civil Service Commission to make a study of efficiency rating systems in the Federal service and submit a report to Congress on or before February 1, 1950, setting forth its findings as to the operation and administration of such systems and such recommendations (including specific recommendations for legislation) as it may deem advisable.

Title X of the Senate amendment provides a specific program for increasing efficiency and promoting economy in the Federal service. An explanation of the title by sections follows:

Section 1001: Under regulations issued and administered by the Director of the Bureau of the Budget, each department is required to make systematic reviews, on a continuing basis, of each of its activities, functions, or organization units. Among other things, such reviews are to determine operational efficiency and economy of each activity or unit and identify the supervisors and employees whose personal efforts have caused their units to be outstanding in these respects.

Section 1002: This section sets up the machinery for rewarding such supervisors and employees. The head of the department appoints an efficiency awards committee, which identifies those supervisors and employees whose superior accomplishments have contributed to outstanding efficiency and economy in administration. Subject to the approval of the head of the department, the committee may reward such supervisors and employees either by cash awards or by increases in rates of basic compensation, commensurate with their demonstrated superior accomplishments.

On a group basis, the total of the awards shall not exceed 25 percent of the estimated savings to the Government due to their superior accomplishments.

On an individual basis, the award may not exceed three times the step increase of the supervisor's or employee's grade.

Any such award takes the place of any reward for superior accomplishment under section 702 of the bill.

Section 1013: This section requires the Bureau of the Budget to maintain control of the program set forth in title X, and to report the results annually to Congress, with such recommendations as it may deem advisable.

This title was not contained in the House bill. Title X of the conference substitute is the same as title X of the Senate amendment. Under section 205 of the conference substitute this title is made inapplicable to (1) the Administrative Office of the United States Courts, (2) the Library of Congress, (3) the Botanic Garden, (4) the Government Printing Office, (5) the Office of the Architect of the Capitol, and (6) the municipal government of the District of Columbia.

Section 1101 of the House bill amended the Federal Employees Pay Act of 1945, the Federal Employees Pay Act of 1946, and the Postal Rate Revision and Federal Employees Salary Act of 1948 to establish the maximum compensation payable by reason of such acts

at \$10,500 instead of \$10,330. This provision is omitted from the conference substitute.

The Senate amendment contained a provision amending section 66 of the Farm Credit Act of 1933 so as to increase from \$10,000 to \$12,500 the maximum per annum compensation payable to certain officers and employees under the Farm Credit Administration. The House bill did not contain such a provision.

Section 1201 of the conference substitute amends section 66 of the Farm Credit Act of 1933 so as to increase from \$10,000 to \$13,000 the maximum per annum compensation that may be paid to any director, officer, or employee of the Central Bank for Cooperatives or of any production credit corporation, production credit association, or bank for cooperatives.

The Senate amendment amends section 604 (d) of the Federal Employees Pay Act of 1945 in two respects: (1) It adds to the existing rules for converting one rate of compensation to another rate of compensation the rule that an annual rate shall be divided by 26 to derive a biweekly rate and the rule that a biweekly rate shall be divided by 80 to derive an hourly rate, and (2) it provides that all rates shall be computed to the nearest cent, counting one-half cent and over as a whole cent. The House bill contained no such provision. Section 1203 of the conference substitute is the same as the Senate amendment.

TOM MURRAY,  
JAMES H. MORRISON,  
GEORGE P. MILLER,  
EDWARD H. REES,  
ANTONI N. SADLAK,

*Managers on the Part of the House.*

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